Where can I get help?

TALK TO A LAWYER:

The Law Society of Nunavut

Law Society of Nunavut Bldg. 917, 3rd Floor, Unit B Iqaluit, Nunavut

Toll-free: 1 (844) 979-2330 Inuktitut Toll-free: 1 (888) 990-4665 Email: administrator@lawsociety.nu.ca

Maliiganik Tukisiiniakvik Legal Services

P.O. Box 29, Bldg#1104-B Inuksugait Plaza Iqaluit, Nunavut XOA 0H0 (867) 975-6395 Toll-free: 1 (866) 202-5593

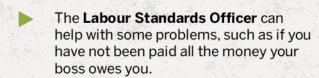
Kivalliq Legal Services

P.O. Box 420 Rankin Inlet, Nunavut XOC 0G0 (867) 645-2536 Toll-free: 1 (800) 606-9400

Kitikmeot Law Centre

25 Mitik St Cambridge Bay, Nunavut X0B 0C0 (867) 983-2906 Toll-free: 1 (866) 240-4006

Tell them you want to talk to a lawyer about a problem you have at work. They will help you find a lawyer to talk to.



Labour Standards Compliance Office

PO Box 1000, Station 590 Iqaluit, Nunavut XOA 0H0

Email: LabourServices@gov.nu.ca Toll-free Phone: 1-877-806-8402

The Workers' Safety and Compensation Commission (WSCC) can help you if you got hurt at work.

> Qamutiq Building, 2nd Floor 630 Queen Elizabeth Way Box 669, Iqaluit, NU XOA 0H0 Toll-free Phone: 1 (877) 404-4407

If you are part of a union, **talk to your union** – their job is to help
their workers!

While financially supported by The Law Foundation of Ontario Access to Justice Fund, the Law Society of Nunavut's Access to Justice Committee is solely responsible for all content.



Every worker has a right to a safe and healthy workplace.

If you are worried about something dangerous at work, tell your supervisor about it.

If you are hurt at work or while working, you may be able to get some money for the days that you are not able to work because of your injury. This is called **workers' compensation**.

If you are hurt at work, tell your supervisor right away. You must also tell the Workers' Safety and Compensation Commission (WSCC) as soon as possible. Then the WSCC can find out whether you need to be paid workers' compensation.





When is my boss allowed to fire me?

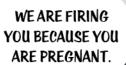


RULE 1

Your boss is not allowed to fire you for the following human rights reasons:

- race
- colour
- ancestry
- ethnic origin
- citizenship
- place of origin
- creed
- religion
- age (except if it requires being an adult)

- disability
- sex sex
- sexual orientation
- marital status
- family status
- pregnancy
- a criminal conviction (if you've gotten a pardon)



This is NOT allowed.

RULE 2

Other than these human rights reasons, your boss has the right to fire you at any time for any reason, as long as your boss gives you proper notice or payment.



WE ARE GOING TO HAVE TO LET YOU GO IN TWO WEEKS.

Question: How much notice or pay instead of notice should I get?

ANSWER: It depends! How long have you been working there? What kind of job are you working? Are you able to find another job quickly? Talk to a lawyer if you want to know if your work gave you enough notice or pay, or if you deserve more.

If you have been working for less than 90 days, your boss does not have to give you notice or payment.

RULE 3

Your employer does not have to give you proper notice or pay (he or she can fire you right away) if you were fired for "just cause" or good reason (usually your fault), such as:

- if you steal from your work
- if you lie to your boss
- if you keep not showing up to work, etc.

THESE RULES ARE FOR
WORKERS WHO ARE NOT
PART OF A UNION. WORKERS
IN UNIONS HAVE DIFFERENT
RULES. ASK YOUR UNION IF
YOU HAVE ANY QUESTIONS
OR CONCERNS.

HAVE YOU BEEN FIRED WITHOUT A GOOD REASON?

HAVE YOU BEEN FIRED WITHOUT GETTING NOTICE OR PAY WHEN YOU SHOULD HAVE?

TALK TO A LAWYER.

